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INTRODUCTION

Oregon State University (OSU) is updating its PhD program for “Women, Gender, and Sexuality Studies.” As part of an initial discovery process for this revision, OSU is interested in discovering the existing and potential job market for graduates with such a degree. To that end, Riley Research Associates (RRA) was asked to conduct exploratory research to identify demands, opportunities, and industries for graduates of this program.

Specifically, OSU is interested in learning the following:

- What job opportunities exist for program graduates, namely outside of academia?
- What aspects are in demand and how can OSU’s PhD program best meet these needs?
- How can OSU best position its program to appeal to potential students and employers?
- How can OSU create a program that stands out among the competition?

In order to answer these questions, RRA conducted two phases of exploratory research. The first phase included exploratory online research of the current PhD programs in colleges and universities across the country, the fields outside of academia that appear to be most receptive to a degree in Women, Gender, and Sexuality Studies, and examples of current job openings.

The second phase included exploratory interviews with nationwide organizations in various industries. These interviews sought to explore the job demand for such a degree, perceptions of such a degree, any perceived challenges for job candidates with such a degree, and the areas of emphases that would best serve future graduates.

The majority of the interviews were conducted among a randomly selected group of organizations in various industries. Additionally, more targeted interviewers were conducted among organizations that tend to focus specifically on women’s issues.

RRA’s interviewers reached out to many industries across the country as part of the exploratory process. Because of the relatively small overall audience and small sample of each industry, this survey was intended to provide more anecdotal information, and should not be considered a scientifically valid survey. The results show insights into the thought processes, awareness, needs, and perceptions among representatives of various industries.

This report includes the information collected for both phases, along with the key takeaways and summary conclusions.
EXECUTIVE OVERVIEW: EXECUTIVE INTERVIEWS

When asked about the demand for employees with a background in Women, Gender, and Sexuality Studies, most respondents did not recognize an immediate fit for their companies:

- Many organizations do not necessarily understand the concept or education involved in a degree program around women, gender, and sexuality studies.
- Many comments centered on respondents being hesitant to hire based on gender or other similar attributes, and indicating they target specific job qualifications, rather than a specific type of person.
- Those in more targeted nonprofit organizations indicated many needs for such a graduate, particularly in public policy and advocacy; one commented “every job can be a feminist job.”

Many respondents, after hearing more about the Women, Gender, and Sexuality Studies PhD and thinking about the emphases that would lend value, started to think differently about the degree:

- Many said they would consider the degree a positive asset if supplemented with other skills and emphases.
- Many said someone with this degree would bring interesting perspectives to the business environment, and they could envision an employee with this degree assisting with integrating and leading employees, diversity issues, and in management roles.

About one-third of respondents indicated a PhD in Women, Gender, and Sexuality Studies would be valuable to their organization or industry; just over half felt the degree would not be valuable, and some were unsure.

- The proportion of respondents seeing the value in this degree is higher among the targeted organizations (that specialize in women’s and gender issues) than the other various industries (67% vs. 26%).
- The industries that indicated this PhD would be valuable include:
  - Associations
  - Banking / Financial
  - Government
  - Healthcare
  - Hospitality
  - Nonprofits
  - Real Estate
  - Facility hosting/hospitality
  - Telecommunications
  - Tribes

Respondents identified many areas of emphases they thought would lend additional value to the Women, Gender, and Sexuality Studies PhD, including:

- Leadership and management
- Science, technology, engineering, and math
- Health
- Business and administration
- Social justice
- Mental health, finances, and marketing/communications were also cited as important emphases by organizations that had indicated the PhD would be valuable.
What job opportunities exist for program graduates, namely outside of academia?

Overall, many employers were not immediately receptive to the idea of hiring an employee with a Women, Gender, and Sexuality Studies PhD, largely because they were unfamiliar with the degree and were unsure exactly how such skills could translate into a benefit for their organization.

However, when provided additional information and pushed to think about emphases and various positions this potential candidate could fill, they began thinking of a number of ways this graduate could be an asset to their industry and the various ways their skills could be utilized.

This was an important insight throughout this process. Just because a potential employer does not initially understand how this degree is applicable, it does not mean they are closed to it; rather, they need additional education on its applicability.

Respondents in organizations that specialize in women’s and gender issues were immediately more receptive to job opportunities for graduates of a Women, Gender, and Sexuality Studies PhD program. Many saw opportunities, including advocacy, public policy, grant programs, research, gender mainstreaming, and women’s health issues.

While some respondents described very specific skill sets needed at their organization, a variety of industries ultimately could identify potential positions for an employee with a PhD in Women, Gender, and Sexuality Studies. Potential positions included: management and leadership positions, marketing, research, consulting, human resources, executive director (and other executive position) of a nonprofit, and advising on managerial styles and diversity issues.

In addition to the information gathered through the interviews, a variety of industries and functional disciplines for program graduates were also identified by an Internet search. There are opportunities in industries such as insurance, business, research, government, marketing, communications, business associations, healthcare, hospitality, real estate, tribes, banking, and social work.

A preliminary search of online job listings yielded several positions that specified a degree in women’s studies as a requirement or asset to the job applicant. These positions varied from research in the forestry industry, to social work, to social justice and coordination. Additionally, there are recognized opportunities that do not currently specify a degree in women’s studies.

The challenge identified through the interviews and exploratory research is positioning the description of the degree in a way that will appear more directly applicable to the job force.

Emphasizing skills such as research, business and management skills, job and employee training, organizational management, expertise with diversity, equality and social justice issues, and the ability to communicate insights into areas which might otherwise be overlooked, will help position this degree as marketable to various industries.
What emphases are in demand, and how can OSU’s PhD best meet these needs?

During the exploratory interviews, many respondents expressed a need for skills very specific to their industry (such as technical, healthcare, or financial training). Many also expressed a need for skills in business, management, leadership, social justice, communication and marketing, political science, economics, public policy, and science, engineering, technology and math.

These skills help to stress the practical application of a Women, Gender, and Sexuality PhD in fields outside of academia, and will help organizations better see how someone with this degree could be an even greater asset to their business.

Leadership and management skills were the most frequently-mentioned emphases, which fit well into the types of positions executives cited for potential job candidates. They also appreciated the unique skills a graduate would bring to more traditional business fields.

How can OSU best position its program to appeal to potential students and employers?

The Women, Gender, and Sexuality PhD program faces unique challenges, in that many potential employers do not understand what it actually consists of. Many do not realize the applications it provides outside of academia or a strictly theoretical framework, or falsely believe hiring someone with this degree becomes an issue of hiring specifically for their gender.

To make this degree more marketable, OSU should create a description that includes suggested applications for various job industries, and which stress the unique perspective job candidates will bring to their employers.

Many respondents felt this PhD could be an asset when coupled with other job skills. It provides a unique perspective and skill set that can enhance business, social, and employee interactions and dealings. Those in organizations specializing in women’s and gender issues also recommended real world experience, such as internships and fellowships, to add value to the degree. Additionally, leadership skills and skill-sets specific to nonprofit work, such as advocacy, fundraising, and research are also seen as assets.

Describing not only the personal and social benefits of such a degree, combined with the practical applications of the skills gained, will help potential students feel more confident in the marketability of their degree, and help employers better understand the nature of the degree and the skills a graduate can bring to their organization. Arming potential students with a description of the degree, its benefits, and how the learned skills and knowledge will apply to the job market will also help educate potential employers on the unique benefits of someone with such a degree.
CONCLUSIONS (CONTINUED)

How can OSU create a program that stands out among the competition?

As evidenced by the descriptions offered on their program websites, most women’s studies programs take a similar approach to the degree they offer. Most descriptions do not necessarily focus on the applications (outside of academia), but rather the personal and social benefits.

OSU can help their degree stand out by emphasizing not only these benefits, but also the ways in which this degree (and the insights it brings) applies to numerous and specific industries. Offering examples of the types of jobs available in various industries can add value to the description of this degree.

This degree can offer an incredible base of knowledge, insights, and skills which graduates can then apply to the field of their choice. Many publications found during the initial exploratory process referred to a lack of practical application of a women’s studies PhD. Helping to illustrate the applications and benefits of this degree will help set OSU’s program apart from other similar programs.

Setting OSU’s program apart can be done by stressing, among other aspects, the business, leadership, management, communications, and research elements also available through this degree program, as well as providing students with the ability to communicate their unique skill sets, along with their more traditional training, as an asset to any industry. A background in women, gender, and sexuality issues can give candidates a perspective and foundation that other job candidates in the business arena do not have.
EXECUTIVE INTERVIEWS

Q1. The Women’s Studies department at Oregon State University has been hearing anecdotally about an increasing demand for people with training in areas such as women’s, gender, and sexuality studies, along with other related issues.

We are hoping to better identify the types of job positions outside of academia that would benefit from this type of degree. So to start, what kind of general emerging demand or need is there in your organization or industry around these types of skill sets?

Arts/Theater
None

Business/Personnel
It's not a good program for trying to get a job; nobody wants to bring them in. A Bachelors degree can be redirected, but is irrelevant to business; a PhD is even worse
We are in transportation and do not have need for these skills

Government
Forestry industry; I see no need here
I don't believe we have anything like that, and we don't have genre-specific jobs. I would say it would be the same for other cities
I know there is some in other industries, but here we would look into HR
No demand in organization. Not in other counties either
None
Since we deal with grant programs, I would say we have a greater need for grant program specialists; within that major degree set our top people have that type of degree
We are primarily involved in agricultural work, and we look at the person's qualifications, not gender. Gender issues aren't part of anybody's jobs here. I wouldn't think other states agricultural departments would be any different
We don't really have anything like that. Most of what we do is ammunition support of soldiers. We're closing two bases now, one in Oregon and one in Utah. I would think it might be useful in the executive office arena, where we might have complaints
We wouldn't have anything specifically related; possibly, the main human resources department. For the state might have that executive office and ADA-type jobs. I don't see a fit particularly. Both men and women hold our forestry jobs, so there are no gender-specific jobs in our department
We wouldn't need that here at the city. We're a pretty small city, so a larger city might be different
We're a government agency, and we have few PhD-level employees. We are a county. I think it would be the same for other small counties
We're a municipality, so we're unique to these things. We don't seek out certain genders or demographics. This degree has nothing to do with our local city government
We're public employment, county employer; we provide services to the public. We haven't seen a demand in this area
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We are hoping to better identify the types of job positions outside of academia that would benefit from this type of degree. So to start, what kind of general emerging demand or need is there in your organization or industry around these types of skill sets? (Continued)

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**Healthcare**
Actually, nursing is basically the main thing. We are a nursing home
Healthcare field is sometimes busy, sometimes it’s not. We hire 5 per month LPN - 2 per month
I think it is really fairly-based on just the woman; we work with children, and with a woman she can go out and show breastfeeding, and help with other things people would feel more comfortable with a woman rather than a man
Key is healthcare in specific areas
None
Registered nurses; we have a grant for domestic violence, sexual assaults
We are a small 25-bed hospital we don't have a need
We're looking more for someone with a healthcare background. That degree would not be beneficial. We have a bachelor's in social work, administrative positions, plans I'm sure knowing that information is great for any organization, but we need skills specific to healthcare

**Insurance**
Customer service
I cannot see how there would be any; we are an insurance agency. I can't speak for other insurance agencies
None

**Media/Communications**
None
The one job we always look for is in sales. Not necessarily applicable here

**Science/Technology/Engineering**
Not something we focus on; we look more for business, analytical skills, and quantitative majors
We don't see much need because we're an engineering company, so technical skills are more important
We're looking for software engineers only

**Social services**
We are in youth childcare. We hire social workers and youth care workers with young adults.
Youth care workers are high school students. They train and build relationships with other students. We serve children ages 12-18, who are emotionally disturbed

**Sports / Fitness**
I'm in the fitness industry, so I don't really have a need, or know how it would apply to my industry
Q1. The Women's Studies department at Oregon State University has been hearing anecdotally about an increasing demand for people with training in areas such as women's, gender, and sexuality studies, along with other related issues.

We are hoping to better identify the types of job positions outside of academia that would benefit from this type of degree. So to start, what kind of general emerging demand or need is there in your organization or industry around these types of skill sets? (Continued)

Telecommunications
Don't know

Banking / Financial
In this specific industry, really none; we're not marketing to specific demographics in this way
No real need. We look for a specific technical background with underwriting, or processing in the mortgage, real estate, or insurance industries. Typically, regulations specify these skills
No we are a financial institution. We need a financial background, unless they have an administrative or marketing background
Very limited
We are a large organization, so it's hard to say we don't have anything gender specific, we offer equal opportunities across the board
We're an accounting firm. While we are a large corporation we have diversity, but I think there is an emerging demand in middle markets, so organizations smaller than ours, which is 20,000, may be looking to find people of this nature while we already employ people of that nature

Hospitality
In hospitality nothing I know of. We generally hire people that are personable, have good people skills, or administrative skills
Maybe in human resources just your basic position; it helps to see people as individuals and someone with that degree would have that capacity
None whatsoever; our CEO and GM are female, plus many higher-ups are women. We ranked #1 in hospitality last year. This is a key part of our success; we also do weddings, shows, and business meetings
We wouldn't specifically hire someone with these skills

Services
None
We hire people of all different statures; we hire anyone basically with or without experience, or specific education

Tribe / Tribal
No need here, and as for other tribes, I can't say because I'm not experienced here. The Reno Sparks Indian Colony in Reno, NV might be interested
There's not in this organization. We are a federal entity, a sovereign nation of Native Americans. We look at education, but it's based on title and profession; the doctor and CEO are women here. It's who is qualified and a tribal member
Q1. The Women's Studies department at Oregon State University has been hearing anecdotally about an increasing demand for people with training in areas such as women's, gender, and sexuality studies, along with other related issues.

We are hoping to better identify the types of job positions outside of academia that would benefit from this type of degree. So to start, what kind of general emerging demand or need is there in your organization or industry around these types of skill sets? (Continued)
Q2a. How valuable would a PhD in "Women, Gender, and Sexuality Studies" be for your organization or industry? (Aided)

Respondents were asked the value an employee with a women, gender, and sexuality studies PhD would be for their organization or industry in general.

About one-third of respondents said the PhD would be valuable to their organization, including 23% who said it would be “somewhat” valuable and 10% who said it would be “very” valuable.

Of those who said the degree would not be valuable (56%), 27% thought it would be “not very” valuable and 29% thought it would be “not valuable at all.” Some (11%) were unsure of the value.

The industries for which this PhD would be considered valuable include:

- Associations
- Banking / Financial
- Government
- Healthcare
- Hospitality
- Nonprofit (women’s rights organizations)
- Real Estate
- Services (building maintenance and hospitality)
- Telecommunications
- Tribes
Q2a. How valuable would a PhD in "Women, Gender, and Sexuality Studies" be for your organization or industry?

Q2b. And why do you say that?

Very Valuable

Government
Our current acting director previously worked with a nonprofit, and with lots of political appointees and people in Washington DC that have this type of background, it is very valuable

Healthcare
We cater to all populations and we deal with children

Hospitality
Depends on the position; probably very valuable for the director of human resources at a corporate level

Nonprofit
It brings intersectionality/diversity into the organization; you have an added background and that brings benefit to any organization
It would be quite valuable for most NGO's. Because there aren't many people with this degree in our industry, there is a need for this type of person. For NGO's that focus on these types of issues it could be an asset
It's incredibly valuable. I think more people need to know about this type of background. I think if there were more leaders in this country it could change so many things. There aren't enough women versed in politics and policy; that is extremely valuable

Somewhat Valuable

Government
There are places that would be good for them in our business; they would do well in the lower-end human resources

Healthcare
For a counseling job or registered nurses
If there is a dual major then it would be more valuable, but a job specifically in regards to that degree wouldn't be that valuable
We are a private paid company and have a referral seeking a care giver with a higher education or skill set

Telecommunications
It's beneficial, but not required

Banking / Financial
Having a master’s in that area makes it helpful to be a subject-matter expert
Q2a. How valuable would a PhD in "Women, Gender, and Sexuality Studies" be for your organization or industry?

Q2b. And why do you say that? (Continued)

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**Somewhat Valuable (Continued)**

**Services**
A majority of our employees are women, so it may actually help, it might help us understand why it's more of a women-dominated field maybe.

**Tribe / Tribal**
It's a field that is just opening up, and there's not a great need right now because it's new. We need some people with PhDs in the medical field.

**Association**
I don't know what the nature of the background is. We have awards and publications, journals, etc, that would use input from someone with that type of background.

**Real Estate**
All of what the degree encompasses is very important.

**Nonprofit**
Just understanding the ongoing challenges, and the "war on women" as it were, understanding the history behind it; it's critical for someone to understand the roots of the women's reproductive right movement. We have projects on types of things like women's equality, and we have certain campaigns; we would like someone with that background, and it would be helpful to have them work on those projects.

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**Not Very Valuable**

**Business/Personnel**
We have a government contract to handle transportation and facilities management.

**Government**
Right now; I can see a fit with equal employment opportunities. Just because of the skill sets and what we do in the army. It doesn't link with the jobs in the city here. We just don't have a position that would require this. This degree might be a benefit if someone had required it. None of our positions call for more than a bachelor degree. We could hire a PhD though.
Q2a. How valuable would a PhD in "Women, Gender, and Sexuality Studies" be for your organization or industry?

Q2b. And why do you say that? (Continued)

Not Very Valuable (Continued)

Healthcare
Doesn't fit; we are a critical-care access hospital, we see acute-care patients. PhDs don't use them
Given our focus for our industry; if they also had healthcare that would be good
I don't know how to answer that

Media/Communications
Mainly because we have everything so organized and done from the corporate level

Social services
We work with males age 12-18; emotionally disturbed and sexually abused. We only have a few females we work with

Sports / Fitness
I just don't see the benefit right now

Banking / Financial
Not applicable to our work environment
Don't like to go to one extreme
We focus mostly on specific experience not related to demographic considerations
Because of the type of work we do I can't see there is a benefit. I can see where that type of background would be beneficial, but we wouldn't recruit someone based on that degree

Hospitality
It just doesn't relate to what we do.
The type of work their employees do would pertain to the PhD

Not Valuable at All

Arts/Theater
No need

Business / Personnel
Not relevant to business; difficult to place someone with this type of degree
Q2a. How valuable would a PhD in "Women, Gender, and Sexuality Studies" be for your organization or industry?

Q2b. And why do you say that? (Continued)

*Not Valuable at All (Continued)*

**Government**
We don't provide the services a metro employer might, and I think there might be a greater need there.
You'd have to ask another municipality.
We are a small county government. We hire mostly blue-collar and many of the women are clerical and HR. We might be bringing someone in like this for a class or seminar.
We don't employ anybody with a PhD; it's mostly clerical, police officers, and road workers.
The kinds of degrees we look for are biology, agriculture, and environmental science.
It's not particularly important here. I can only speak for us in Georgia.
Wouldn't make any difference whether someone had that degree or not, or whether they were male or female.

**Healthcare**
Because they are in in-home care giving for the elderly.

**Insurance**
We hire people that don't have college degrees.
Our industry is not gender-based.
We have zero PhDs here. We are a small insurance agency with only 10 people. It doesn't have anything to do with the way we do business.

**Media/Communications**
We're a TV station, so people who work here are technical.

**Science/Technology/Engineering**
Use only software based positions.
It's just not something we would hire for.

**Banking / Financial**
Because we are a financial institution.

**Services**
These are entry level security jobs; no need for a PhD.
Q2a. How valuable would a PhD in "Women, Gender, and Sexuality Studies" be for your organization or industry?

Q2b. And why do you say that? (Continued)

**Unsure / Depends**

**Science/Technology/Engineering**
Depending on what they focus on; I mean sometimes we see students that major in something, but then end up working in a different field, so it just depends on their experience

**Hospitality**
I'm unsure because of the lack of my own knowledge of what you learn under that field of study

**Association**
I'm not sure why it would have to be a PhD as opposed to say a master. What could someone with a PhD do that someone with a master couldn't?
Depends on the situation; on other skills they bring. If for a leadership position and this is all that's on the resume, it wouldn't get them hired

**Education**
It depends on the position, the skills, and knowledge needed to do the job. For example if we had a communications position we would need someone who had a bachelor's or graduate degree in social media and communications

**Nonprofit**
It would depend on what other skill set they would bring to the table
It would depend on whether our members would adopt a study in the area of women/gender
Q3. What are some of the positions, if any, for which someone with a PhD in "Women, Gender, and Sexuality Studies" might be considered?

Arts/Theater
None

Business/Personnel
None
Anything that ties women into larger issues facing business would be useful

Government
A licensed master or clinical social worker, in addition to something else, it might be valuable. If they have clinical experience with mental health and addiction issues that would be good too; jobs like LMSW, CSW
An equal opportunity position: training, investigating of discrimination issues
Any of the director positions
Couldn't tell you because it doesn't really relate to police or clerical jobs; if they qualify for the job, the degree wouldn't help or hurt
Deputy director level and a few people on the legal team
Don't know; we have just a few PhDs
Don't think there are any
Maybe for some of the other hiring positions; I think they would do well in social work
None specifically in this agency
Not applicable; we do have PhDs on staff, though
Not at our base
Not unless they would have experience in something we need, like social work
We wouldn't seek it out

Healthcare
None (2)
Counseling Indian people and maybe diabetes education
Don't know we would have a position for something like that; we have dietary, housekeeping, and nursing
For us none, we hire those for hands-on-care. PhD is not looking for this type of job
It could be something we could use in our social services department
Our psychiatrist
That degree would be most used in research and behavior studies; PhDs to work on various projects with research needs

Insurance
None (2)
Not a single one - we are all licensed agents
Q3. What are some of the positions, if any, for which someone with a PhD in "Women, Gender, and Sexuality Studies" might be considered? (Continued)

**Media/Communications**
Unsure
None

**Science/Technology/Engineering**
None
We probably really wouldn't consider them for anything because most of our positions require a degree in engineering
Typically not any, if they were to come to us out of their program with those skills, it's not what we're looking for, but if they had a more diverse degree it would be more valuable

**Social services**
None, because it's mostly male patients

**Sports / Fitness**
Degree wouldn't make much difference to me other than it's a degree and would make them more beneficial

**Telecommunications**
Maybe the technology department, executive-level personnel

**Banking / Financial**
Actual degree wouldn't help per se, but some of the skills obtained from that degree could be useful in job training, organizational development, and leadership positions
Director of a diversity program; there might be some people-management leader roles
If they focus on, or are an undergrad in social responsibility; undergrad that can help that PhD out, i.e. Responds to environment. Friendly or nonprofit; look for someone that can write or has a passion for non profit
Maybe senior leadership
None in my company
Unsure

**Hospitality**
Director of human resources at the corp. level, any management or sales positions, food/beverage managers because they deal with the public and that would helpful
General Manager Position
None
None of our positions require a degree in that field. It's not really a factor; we're more concerned with the candidate's experience

**Services**
Don't have the slightest clue; it would maybe apply to a manager of sorts
None
Q3. What are some of the positions, if any, for which someone with a PhD in "Women, Gender, and Sexuality Studies" might be considered? (Continued)

**Tribe / Tribal**
Doctor, physician's assistant, CEO, CFO, dentist, or any position for which the person would be qualified
None

**Association**
Association for gay and lesbians or for similar skills, but this is for developing women and leadership and acumen skills. Research, relevant products, researching women (department of labor), women's bureau - might be beneficial to conduct and facilitate research on women and groups of people. If seeking job in business, great add-on, but people are looking for other things. Attorney, law degree with PhD background, government agencies
One of our boards of directors is in women's movements, so I think about the organization she has started; I don’t know how to pinpoint what that skill set might look like, but anything above a management level would require a PhD, so board of director or exec positions
Pharmaceutical companies’, maybe, fortune 500 companies’ maybe, social media type companies, market research, research for retail industries maybe
Social justice director, program associate

**Real Estate**
We don't have anything open for that, but we think it's an important study; mostly we have golf maintenance and administrative

**Education**
It's not something that people are looking at typically; they are looking more at people with master's degrees. As more and more young people get PhDs in this area I think there will be more jobs created for these people, maybe in jobs that I would call “21st century jobs.” Like working in different communities, and certain issues that require analysis that this type of degree would give

**Nonprofit**
An executive director, health organization, in the public health area, in the law arena, and medicine in general
Director of advocacy, at that level nothing else I can think of
Director, executive level, or research level; maybe research on different types of projects
In my organization: the executive director, executive vice president, editor, writer; and because of the critical skills it brings we’re also seeing lots of entrepreneurs coming out of these programs
On a research team, write or research a paper or study
Program director or senior researcher, policy advisor - those types of jobs
Program or executive director contingent upon other real world experience, and certainly in a government relations position as well
Q4. PhD programs offer the options of emphases in various secondary fields. What related areas of emphasis would make someone with a "Women, Gender, and Sexuality Studies" PhD more appealing to your organization or other potential employers in your field? (Aided) 

“Leadership and management,” “science, technology, engineering, and math,” “health,” “social justice,” and “business and administration” are all considered valuable emphases for a potential employee with a PhD in women, gender, and sexuality studies.

In addition, a closer look at industries who indicated value in the women, gender, and sexuality PhD reveals other important emphases:

- Those in government also considered “mental health” to be important
- Those in banking/financial also consider financial emphasis important
- Those in associations also consider “marketing / communications” important
- Those in nonprofits (focused on women’s rights issues) also consider “marketing / communications,” “immigrant and international women’s health, and “financial services” important

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Q4. PhD programs offer the options of emphases in various secondary fields. What related areas of emphasis would make someone with a "Women, Gender, and Sexuality Studies" PhD more appealing to your organization or other potential employers in your field? (Aided) 

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Q4. PhD programs offer the options of emphases in various secondary fields. What related areas of emphasis would make someone with a "Women, Gender, and Sexuality Studies" PhD more appealing to your organization or other potential employers in your field? (Aided)

**Q4b. Miscellaneous emphases**

**Business/Personnel**  
International business

**Government**  
Behavioral-type fields: rehabilitation, or something like that  
Development Services  
Public policy and management  
Veterinary Medicine

**Healthcare**  
Run degree certified nurse’s aide, nursing home administrative license

**Insurance**  
Real-estate

**Science/Technology/Engineering**  
Minor in computer science  
Organizational behavior

**Sports / Fitness**  
Health or fitness related

**Banking / Financial**  
Finances, banking, loans  
Various business-related training would be good

**Hospitality**  
Hospitality management

**Association**  
Attorney/law  
Communication skills in general: someone that can translate information to a broaden the reach of a message

**Arts/Theater**  
None

**Business/Personnel**  
Focus on managerial skills  
I could imagine someone with this degree bringing unique characteristics to business. Intuition is helpful in business, breaking the glass ceiling, gender differences in business, managing genders; if diversifying a large workforce, it could be useful
Q5. What suggestions do you have for OSU as they consider ways to add additional value to this PhD program? How could OSU make this program more marketable or valuable for your industry?

Government
None (6)
Can't think of anything
If it's paired with some sort of counseling, that would be good. Human resources is always good
Make it more general for office-type settings
Only thing is if they get a degree in some type of forestry-related field
Partnering with an organization like ours or just making sure students are getting the real world experience as well
Talk to local and state governments. I see more opportunities for this degree at the federal level rather than state level. I'm a local government person for 10 years and an air force person for 21 years
We look for a lot of people with differing degrees and experience; like our engineers need mostly engineering degrees

Healthcare
Consistent training
Different options, room for extra classes specialized in racial or international
Have to be someone that would learn how to work with the older people. We do have residents that don't, whether they are up or down, but others can carry on a conversation and might benefit from counsel from a person with this degree
It was in addition to any degree in nursing it would make it much more valuable to us
Native American peoples
None
Our pharmacy people are PhDs; the only PhDs we have
Should tie a degree to more healthcare positions, or in a licensed professional role; if in a more urban environment people who have masters also have an interest in women's health

Education
Political science, city/regional planning, economics, sociology

Nonprofit
Development, skills to fundraise
Economics and environmental science would be quite strong secondary fields of study
Political science
Political science, public policy

Insurance
None (3)

Media/Communications
None (2)
Q5. What suggestions do you have for OSU as they consider ways to add additional value to this PhD program? How could OSU make this program more marketable or valuable for your industry? (Continued)

Science/Technology/Engineering
Computer science minor
We're just so technical, short of technical skills there's probably not a lot they could add to make us hire the person
I don't know how much they encourage real world experience, but that would be a huge benefit; typically, I come across PhD's that have worked within their department or academia, so working outside of that would be beneficial

Social services
None

Sports / Fitness
I'd add a focus on the research aspect, market the degree as they know how to do research more than the focus on women's studies

Telecommunications
None

Banking / Financial
I would think you would have to be able to show how the degree would be beneficial to what we do because otherwise there's a huge disconnect because there's no relevance
I would tie in an emphasis to different fields, like engineering, finance; focus on applied women's studies, not just theoretical
If they did work toward HR or had a law degree, work in legal department or compliance
Just require more technical courses and more exposure to business, or technology-related skills/knowledge
None
You would want to have business-type courses to go along with it; maybe finance, or some business, organizational development, those sorts of things

Hospitality
Course on how to actually market yourself to different industries
I'm kind of biased because I took gender studies and now I'm in HR. Aside from academia, there's not much need for this, perhaps only in marketing. The degree was OK, but didn't prove to be as useful as I hoped
Like I said, anything hospitality degree would help dramatically
None

Services
None

Security
Q5. What suggestions do you have for OSU as they consider ways to add additional value to this PhD program? How could OSU make this program more marketable or valuable for your industry? (Continued)

Tribe / Tribal
Social work and business would be good combinations with this degree
They would have to learn our culture and traditions, along with the education, knowledge, and skills; perhaps a minor in Native American studies

Association
I don’t have a clue; don’t know enough about the women’s/gender PhD to begin with
Just talking to more employers directly to see what they need, if people can’t get a job with this degree there isn’t enough value in the degree itself
None
People want to be employed and want education, but need to make money, even if that's not the driving factor. Need to show people how this field of study will help pay for their college education, and help them live productive lives outside of the academic environment. We work with college students to make sure fields of study can fit into the business sector (including academia)

Real Estate
Not sure

Education
Providing a package for the students as a way to pay for this type of education, and having them do fellowships or research so they can build linkages. One of the things that is necessary is work experience, and really focusing on a minor that would help them to better move into a position outside of academia

Nonprofit
At that level I can't really think of anything; maybe some kind of background or work history, so in other words: work experience
I’m not sure because I don’t know enough about the program
If they offered the program online it would be great because most people in the Portland area aren't going to travel to Corvallis for school, so some sort of outreach program here in Portland or offering some courses online
It’s been my experience that most folks with this type of degree end up in nonprofits, so really making sure they have strong skills to run a nonprofit as opposed to a traditional corporation is huge. These people can bring a lot to the table, these will be the people that make it or break it for us as a society
Leadership and business, combined with law or the professional schools, so the other MBAs, which would be completely new and make OSU stand out
Real world experience, in combination with studies, research studies, observing workings within an organization; I think that would be fascinating
To have additional relevant skills, in a nonprofit there's never just one specific skill that's needed, multiple skills have the most benefit to the organization
Q6. And are there any final thoughts you’d like to share about any benefits or challenges regarding job candidates with this degree and related hiring trends in your industry?

Government
I know one of our challenges is hiring women in general. Most of our jobs are blue collar, and we give veterans priority (most are male). We are much underrepresented with women in the professional fields.

Local government -- the jobs are just not there. We are seeing more applicants with more advanced degrees in many fields. Nowadays, positions are often consolidated, left vacant, or eliminated.

Other than it is a great degree, no funds to pay for someone like that would not be available; it would have to be through some sort of grant program.

There are physical requirements for our jobs.
You're going to have to come up with some way to explain to everyone what this degree offers.

Get people onboard on the local, federal, and state levels as to how to use this new degree.
Educate them. This is kind of like the computer industry when it began - how do we use this? What can it do for us?

Healthcare
We have PAs and nurses.
I've never come across someone with that degree in my 8 years in HR; it seems like something that would be more beneficial to a domestic service, or community center specializing in women. If you're combining the degree it makes it a lot more useful to use.

Science/Technology/Engineering
Definitely encouraging a minor in something other than that particular field to broaden their focus.

Social services
We have been able to use people who are in the community who are in BS degree programs who work their way up. They work with us on internships. Those people help with students and finish their degree at other colleges.

Banking / Financial
Only if second degree is in a financial or legal department.
My roommate has a degree; masters in women's studies and a BA; she's applying for the PhD. She spent a lot of money on this schooling. Suggest you use women's studies to market to women.

Hospitality
A person with that degree would be highly qualified to work at the corp. level as opposed to an entry level position; would be helpful for a specific property, but someone like that may be over qualified for one of those positions.

Services
It might be a little more difficult just because that's a specific degree.
Q6. And are there any final thoughts you’d like to share about any benefits or challenges regarding job candidates with this degree and related hiring trends in your industry? (Continued)

Association
I know it's very hard for people coming out of school finding a job in the workforce, especially coming out with a PhD; the amount of debt they have is incredible, so anything the university can do to help them find employment after finishing school in this challenging market would be beneficial, such as this study I suppose
Organizations are diverse with sexual orientations, races, ages, generations; there is a struggle on how to hone in on differences that bring together. Degree would be beneficial, but not stand-alone
There's a huge disconnect from the top to the lower levels, so it would be nice to have someone in a lower level position that could help bridge the gap between lower and higher level positions

Nonprofit
For us I just don't think we would have any positions, someone with a PhD would just be over qualified
Hiring is really focused on administrative staff, otherwise we are mainly volunteer-based, it's of great benefit when we can get someone with this background as a volunteer but it's hard to find many paid position
Internships are huge; it will serve them well in the long run to achieving a paid position
It's hard to find a job but that's true across all sectors. Getting practical experience to go along with the academic background is important
Nonprofit sector would want someone with that background because we work with so many different issues, and projects I think it's very valuable
The biggest challenges are the programs that don't give you the real world training.
The trends are really around the policy piece
Additional survey comments/notes

Arts/Theater
Someone with this degree would be useful for implementing an equal opportunity program. Already have an EO program and their pay and workloads are equal across race and gender lines. Can't think of any other position that could use this type of PhD

Business / Personnel
Cannot see any fit for someone with this degree initially, but with an explanation of the types of positions and industries that could be a fit; broadened thinking to indicate a number of ways this degree could be an asset in business

Government
Another small city/county government - not a fit as a rule

Healthcare
Employees receive a CNA and promote from within. A person with a PhD would be way too over qualified for a position in the elderly healthcare field

Science/Technology/Engineering
Only looking for people who have degrees or knowledge in computer sciences and engineering

Banking / Financial
Good man

Hospitality
Friend getting this type of degree at Columbia, and their circle of friends has been talking about what she will even be able to do with it once she's done
I'm in HR with a degree in Gender Studies; don’t feel this degree is very useful

Association
Can see how this degree would bring extra benefit to the business world, especially in diverse environments, but need to have the additional skill sets in order to be a viable candidate
Can definitely see how this background would benefit some of the departments the organization has

Executive Interviews
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**Riley Research Associates**

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Executive Interviews
Arts/Theater
- St. Louis Art Museum
- American Business Women's Association
- American Educational Research Association
- HR Policy Association
- National Business Association

Banking / Financial
- Academy Mortgage Corporation
- Farmer's Merchant's Bank Long Beach
- KPMG LLP
- Merrill Lynch Pierce Fenner
- Rockefeller financial services, Inc
- Spokane Teachers Credit Union

Business/Personnel
- BolyWelch Recruiting
- Glencor Services Inc

Education
- Center for Women's Global Leadership

Government
- City of Alhambra
- City of Merced
- City of New London
- City of Tallahassee
- County of Douglas
- County of Faulkner
- County of Tioga
- Forestry Commission Georgia
- Maryland Dept. Agriculture
- Mr. Roosevelt Dorn
- Tennessee Forestry Division
- United States Dept. of Army
- US Dept of Justice on Violence against Women

Healthcare
- Addus Healthcare Inc.
- Braxton County Memorial Hospital
- Geriatric services, Inc
- HCR Manorcare Medical Services, Inc
- Indian Health Services
- Main General Rehabilitation
- Mr. Alex Morales
- Northwoods Care Centre LP

Hospitality
- Cape Fox Hotel Corporation
- Cobb-Mariett's Coliseum and Exhibit Hall Authority
- Doubletree Corporation
- Monterey Plaza HT LTD Partner

Insurance
- America's Flood Services, Inc
- Celina Mutual Insurance Company
- Land Title Guarantee Company

Media/Communications
- Citadel Broadcasting Corporation
- Tribune Television NW, Inc

Nonprofit
- Feminist Majority
- Girl Scouts of Western Washington
- League of Women Voters
- National Abortion Rights Action League
- Women's International League for Peace and Freedom

Real Estate
- TD Desert Development Corporation

Science/Technology/Engineering
- BEA Systems, Inc
- Belcan Corporation
- Comprehensive Software Systems LLC

Services
- AYS Facilities Maintenance
- American Security Services, Inc

Social Services
- Presbyterian Child Welfare

Sports / Fitness
- Bath & Racquet Club Sarasota

Telecommunications
- Hawaiian Telecom Inc.

Tribe / Tribal
- San Carlos Apache Tribal Council
- Three Affiliated Tribes
SUMMARY: PERTINENT JOB INDUSTRIES

Following are the primary industries (outside of academia) that appear to be most pertinent to graduates with a degree in Women, Gender, and Sexuality Studies.

**Arts** – Expressing women’s, gender, and sexuality through artistic methods

**Associations** – Assisting with different functions in the association; communications and marketing; advocating for issues of diversity and equality; research; grants; advocating for successful employee skills and workplace environment; leadership and management

**Banking/Financial** – Marketing and communications; management and leadership; organizational development; advocate for nonprofits and social equality; compliance and legal department

**Business/Personnel** – Serving as a consultant/expert on: equality in the workplace, sexual harassment, gender interactions, hiring and salary trends, different managerial styles between genders; national and international business

**Health Care** – Serving as an advocate/expert/educator for women’s and community health issues; ensuring quality care is received; specialists in women’s health fields (reproductive issues, obstetrics, gynecology or breast health care)

**Hospitality** – Human resources director; management

**Insurance** – Ensuring equal coverage and representation for women

**Media/Communications** – Serving as a consultant/expert on: women’s news stories, minority and gender representation in media, promoting positive images of women/gender in media

**Nonprofit** – Advocate; executive and program director; researcher; writing on behalf of the organization; policy advisor; government relations

**Politics/Government/Law** – Advocating/educating/lobbying on: public policy issues related to women and gender, gender inclusion in policy making, affirmative action, women’s legal issues and rights, treatment within prisons, jails, and police departments; advocating and lobbying for national and transnational women’s rights

**Research** – Serving various national and transnational fields as experts in gender and community issues; researching medical treatments for diseases most related to women

**Social Work and Psychology** – Counseling/educating on issues most associated with women (i.e. domestic abuse, body issues, rape, teen mothers), prevention, and social constructs of gender issues; social work

**Sports** – Sports marketing; advocating for equal representation, benefits, and pay within different sports fields

**Tribes** – Advocate for social equality and justice; representation of tribal members; issues facing tribal members and community
The following offer examples of current job listings found through public job search websites, which specify a degree in women’s studies outside of academia. While these specify a degree in women’s studies, there are numerous positions advertised that would be well suited for such a graduate, and that request the type of insight and attention to social issues such a graduate would possess:

**Center for International Forestry Research; Post Doctoral Fellow, Gender**
The Center for International Forestry Research (CIFOR) advances human wellbeing, environmental conservation and equity by conducting research to inform policies and practices that affect forests in developing countries.

Under the supervision of the CRP6 gender cross-cutting theme coordinator, the gender post doc will be responsible for ensuring gender is adequately integrated into CRP6 research and that mechanisms and structures needed to improve the quality and volume of gender-responsive research in the CRP6 are developed and implemented. He/she will also be responsible for ensuring activities identified for integrating gender analysis into existing research and strategic gender research are implemented in a timely and effective manner.

Select qualifications: A PhD in a field related to the subject area such as women/gender studies, development studies, sociology, anthropology and other relevant disciplines.

**Tetra Tech; Gender Justice Specialists**
Tetra Tech is currently recruiting Gender Justice Specialists to serve on the Integrated Justice Systems International team for US Department of State/INL International Criminal Justice Program Support (CJPS) missions. Responsibilities: provide daily management and direction of efforts informing gender mainstreaming, participatory processes, gender-disaggregated indicators for monitoring successes, and related issues; spearhead organization and facilitation of gender issues and justice workshops and trainings; collaborate on recommendations for country-sensitive gender policy development per organizations and bodies; provide management and status reports, including progress and budget to senior management as needed.

Select qualifications: 5-7 years of relevant experience, including post-conflict/developing country experience; Minimum of Bachelor's degree equivalent; graduate degree in gender issues, women's studies, sociology, or related field preferred.
CARE; Gender Director
CARE is seeking an experienced Gender Director. The Gender Director is part of a team dedicated to leading and promoting changes in CARE’s programming that contributes to empowering women and developing equal power among men and women. The Gender Director will lead and foster lasting change in organizational strategies and practices to promote girls and women leadership and empowerment. S/he promotes such changes through consultation, negotiation, influencing, and direct support. The benefits of gender equality and women empowerment extend across all the components of development and poverty reduction.

Select qualifications: Master’s Degree in social sciences; Formal training in gender studies, women’s studies or a research focus on issues related to the job

YWCA; Social Services
Social Services Outreach Advocate the YWCA Women's Crisis Center is hiring an advocate for our Outreach Team.

Duties include individual advocacy for women and children who are survivors of domestic violence and/or sexual exploitation, developing outreach activities in the community, facilitating educational and support groups, and providing public presentations for other community professionals.

Select qualifications: degree in women's studies, social work, psych or related field required. Bi-lingual preferred. Position will report to the Outreach Coordinator.

The International Rescue Committee (IRC); Women’s Protection and Empowerment (WPE) Senior Manager
IRC responds to the world’s worst humanitarian crises and helps people to survive and rebuild their lives. The IRC is seeking a Women’s Protection and Empowerment (WPE) Senior Manager with a strong background in design and implementation of community-based interventions and experience working with local partners and sub-grants. This position will oversee two programs aimed at increasing access to essential services and empowerment opportunities for survivors of gender-based violence and vulnerable members within their communities.

With technical support from the New York based Women’s Protection and Empowerment Technical Advisor and the WPE Coordinator in Iraq and management support from the Senior Field Coordinator, the WPE Senior Manager will ensure the goals and objectives of WPE components of the projects are met in a timely and effective manner. This position requires strong coordination with the leadership structures providing services for survivors of gender based violence, as well as strong technical knowledge of gender based violence principles.

Select qualifications: 3 years program management experience in the field of gender based violence working with conflict-affected populations, host communities or in urban settings; Master’s degree in Gender / Women Studies, social work, public health, international affairs
or other appropriate fields a plus (or a BA in related field with a long experience in a similar field)
Arizona State University

Doctor of Philosophy in Gender Studies (Women and Gender Studies)

Degree Overview:
- Research degree; prepares students for research in a variety of settings, including university employment
- Doctoral program is young; have no data yet on placement of graduates
- Women and gender studies programs around the country continue to expand and to hire faculty
- Training will provide you with research and analytical skills that could be used in research and policy institutes, in the government, and in nonprofit organizations
- Designed for the challenges of our time
- Core faculty is an intellectually and culturally diverse community with expertise in sexuality, race, labor, science and technology, health, violence, globalization, visual culture, historical and literary narrative, and social change
- Few required courses among the 84 required units; tremendous flexibility to build a program that suits your research interests and professional goals
- Relevant research methods courses: Health, science, and technology; Justice and social change; Visual and narrative culture
CALIFORNIA INSTITUTE OF INTEGRAL STUDIES

PhD in Philosophy and Religion, Concentration in Women’s Spirituality

Degree Overview:
- One of the first academic Women’s Spirituality programs in the United States, and the only PhD degree in Women's Spirituality, Philosophy and Religion in the world
- In 2006, the WSE doctoral program became a concentration within the CIIS Philosophy and Religion doctoral degree
- Integrates studies in diverse spiritual, religious, and philosophical traditions with the leading grassroots social justice and ecologic movements of the 20th and 21st centuries
- Honor the spiritual impulse to redress the suppression of the sacred feminine and to end the subordination and exploitation of women and other marginalized social and cultural groups, and to reverse the ecological suffering of the Earth and its many species
- Pursue coursework in two of the following areas of study:
  - Women and World Religions
  - Feminist and Ecofeminist Philosophy
  - Women’s Mysteries, Sacred Arts and Healing
  - Cultural History, Archaeomycology, and EcoSocial Anthropology
  - Justice, Community, Sustainability/Peace and Partnership Studies
- Foundation Courses: Contemporary Women’s Spirituality or Embodying the Present: Women’s Spirituality; Womanist-Feminist Worldviews; Women’s Spirituality Research Methodologies; Spirit, Compassion, and Community Activism; Foundational Elements of Academic Research and Writing

CLAREMONT GRADUATE UNIVERSITY

Women’s Studies in Religion

Degree Overview:
- Designed to prepare students for positions in Women’s Studies programs in which their cross-disciplinary work is in religion and positions in religion programs
- Expect graduates of the program to be broadly prepared in religious studies and able to interpret women’s issues across different religious traditions
- Through their work in a concentration, students will have the depth to contribute significantly to one of the sub-fields of religious studies
- Currently the School of Religion offers enough graduate level courses to support concentrations in such areas as Biblical Studies, Hebrew Bible, New Testament, History of Christianity, History of Christian Thought, Philosophy of Religion, Theology, Ethics, Religion and Society, Theology and Culture, Jewish Studies, Islamic Studies, and Comparative Religions within the Abrahamic Religion
CLARK ATLANTA UNIVERSITY

Africana Women's Studies

Degree Overview:
- Founded in 1982; only degree-granting women’s studies program located in an historically black college in the United States
- Only women’s studies program in the United States which offers the doctoral degree in Africana Women's Studies; only Africana Women's Studies program in the world
- The Africana Women's Studies Program prepares students for doctoral work in women of African descent throughout the Diaspora and on the Continent
- Analytical approaches that rigorously compare and contrast the lives of all women by class, age and color without regard to their geographic location are strongly encouraged
- Cross-cultural, national, international and interdisciplinary in its focus
- Mission to train women to work with other women and families and to help alleviate problems related to women’s issues
- Provides professionals in various fields: government, refugee women, men and families, education, film, etc
- Courses specifically offered by AWS in each area of concentration: Women and Development; Gender, Politics and Public Policy; Health, Community Development and Social Welfare; Comparative Literature and Culture

EMORY UNIVERSITY

PhD program in Women's, Gender, and Sexuality Studies

Degree Overview:
- One of the oldest Women's Studies doctoral programs in the country
- Supports feminist teaching and scholarship concerning women and gender
- Expertise in areas of women's studies connected to literature, cultural studies, history, sociology, anthropology, political science, and philosophy
- Associated faculty in other departments include scholars in English, Comparative Literature, the Institute for Liberal Arts, Film Studies, Religion, Anthropology, French, Art History, the Graduate Division of Religion, Philosophy, Spanish and Portuguese, Psychology, the School of Public Health, and the School of Law
- Women's, gender, and sexuality are studied in relation to other important aspects of identity, including race, ethnicity, religion, class, disability, nationality, and sexuality
- Women's, Gender, and Sexuality analyzes the ways in which social and institutional power is structured in part around social identities, and it examines the meanings attached to these identities through interdisciplinary lenses
- Graduate students train in feminist pedagogies and receive opportunities to teach in our department
INDIANA UNIVERSITY, BLOOMINGTON

Gender Studies

Degree Overview:
- Engaging students in the study of gender and the intersection of gender with other substantive categories of analysis and identity, including race, sexuality, class, disability, and nationality
- Focus on gender as an analytic category facilitates an array of scholarly collaborations, generating cutting-edge research across fields as diverse as the social sciences, the arts and humanities, the natural sciences, and policy studies
- Categories of difference that articulate with gender - such as race, ethnicity, class, and religion - are vertical grids of attention throughout the doctoral degree program
- Three unique core courses form the heart of the program: Concepts of Gender; Feminist Theories; Researching Gender Issues
- Areas of concentration: Medicine, Science and Technologies of the Body; Sexualities, Desires, and Identities; Cultural Representations and Media Practices
- In the past several years, the numbers of academic jobs in women's/gender studies has grown dramatically; graduates uniquely positioned to take up these jobs, as well as academic posts in more traditional disciplines that emphasize gender as an area of specialization
- Training in gender studies also offers an advantageous background for careers in international agencies, civil service, public policy, education, publishing, mass media, human resources, marketing, and many other areas in the private sector

OHIO STATE UNIVERSITY

Doctor of Philosophy: Ph.D. in Women's, Gender and Sexuality Studies

Degree Overview:
- Part of a challenging environment with unique opportunities for teaching and research
- Emphasis on interdisciplinary research and scholarship
- Prepares students for careers in research, teaching, government agencies, political and educational organizations, and foundations
- Program is organized not around disciplines, but around feminist lines of inquiry that cut across disciplines and traditional categories of knowledge
- Students choose one major and two minor areas of concentration from four fields of specialization: Global and Transnational Feminisms; Race, Sexualities, and Identities; Narrative, Culture, and Representation; Power, Institutions, and Economies
RUTGERS UNIVERSITY, NEW BRUNSWICK

Women's and Gender Studies

Degree Overview:
- Inaugurated as a department in 2001, Women's and Gender Studies has grown from offering a few courses at the University in 1973 to becoming one of the strongest interdisciplinary graduate and undergraduate programs in the United States.
- Expertise in Women's and Gender Studies is enriched by specializations in the arts, anthropology, philosophy, sociology, political science, and comparative literatures in English, French, and Spanish.
- The graduate course offerings are designed to explore the intricate connections between feminist theory and practice, to illuminate the centrality of the intersection of gender identities with other socially and culturally produced identities, and to investigate women's issues and gender issues in a global context.
- Core courses include: Feminist Genealogies; Contemporary Feminist Theories; Feminist Methodologies; Feminist Knowledge Production.
- Areas of concentration: Agency, Subjectivity, and Social Change; Technologies and Poetics of Gender and Sexuality; Gendered Borders/Changing Boundaries.

STATE UNIVERSITY OF NEW YORK, BUFFALO

Global Gender Studies

Degree Overview:
- One of twelve doctoral degrees granting Women/Gender Studies departments in the US.
- Master’s degree in Global Gender Studies prepares students with the theoretical and practical foundations for advanced graduate work and careers in diverse fields, including teaching, government and community, and non-governmental organizations.
- Faculty has fashioned a competitive graduate program in Global Gender Studies with two concentrations:
  - Feminist Studies with academic content in literary studies, feminist theory, and cultural identity formation and transfer.
  - Global Gender Studies with academic content in the construction of gender, gender relationship, and social and institutional structures of gender in society.
Ph.D. in Gender and Women’s Studies

Degree Overview:

- Long history of excellence in scholarship and teaching in general education, in the undergraduate program, and at the graduate level
- Teaching is oriented toward the goal of preparing students to demonstrate the following abilities:
  - Think critically by evaluating evidence from different perspectives, drawing reasonable conclusions, and defending conclusions rationally
  - Communicate effectively in oral and written forms
  - Apply knowledge, solve problems, and make creative contributions in Gender and Women’s studies
  - Recognize the importance of personal participation in the advancement of community and society
  - Exercise intellectual curiosity and flexibility when exposed to diverse opinions, new ideas, and complex societal problems
- Trains scholars and researchers in dynamic, interdisciplinary field
- Graduates will produce original knowledge in the field from a foundation in diverse theories of gender, critical race theory, feminism and other social movements, history, literature, critical and cultural studies, and the relation of gender, race, ethnicity, sexuality, and transnational economic and political processes
- Department has particular expertise in Chicana/Latina studies, LGBTQ/Sexuality Studies, transnationalism, and representation and Culture and maintains methodologically diverse approaches to scholarship
- Through affiliation with the Southwest Institute for Research on Women the department also contributes to applied community-based research on women’s and adolescent health, substance abuse treatment, women and incarceration, and projects related to border issues
**UNIVERSITY OF CALIFORNIA, LOS ANGELES**

*Women’s Studies*

**Degree Overview:**
- Began developing undergraduate women’s studies courses in the 1970’s, and have grown steadily ever since, offering a B.A. since 1981, and a PhD since 1999
- Small, highly selective program that admits only four to six students per year
- Goal of the Department of Women’s Studies is to educate teachers, researchers and professionals in the interdisciplinary field of Women’s Studies
- Taught by Women’s Studies faculty from a variety of departments and professional schools
- Examples of major fields include: feminist theory; women and health; sexuality; comparative gender roles; women of color; transnational feminisms
- Designed for applicants prepared to work in the competitive atmosphere of post-secondary teaching and research

**UNIVERSITY OF CALIFORNIA, SANTA BARBARA**

*Feminist Studies*

**Degree Overview:**
- In addition to our MA/PhD and PhD program, we offer admission to teachers and those seeking careers in the public sector or non-governmental organizations interested in an independent MA program
- The graduate program in Feminist Studies offers three areas of emphasis, all from intersectional and transnational perspectives: Race and Nation; Genders and Sexualities; Productive and Reproductive Labors
UNIVERSITY OF IOWA

Women’s Studies

Degree Overview:
- Gender, Sexuality, and Women’s Studies has matured as a discipline in its own right, with its own specialized graduate education, methodologies, theoretical frameworks, and “canon” of scholarly literature
- Select one of several designated graduate courses on theories of women, gender, or sexuality
- Discipline engages in deep study of intersectionality: it takes as the center of its investigation the intersections of gender, sexuality, race, and class
- Does so at the domestic and transnational level, thus linking the proposed merger to the goals of both internationalizing and diversifying the curriculum, and to the goal of expanding interdisciplinarity

UNIVERSITY OF NORTHERN IOWA

Women’s and Gender Studies

Degree Overview:
- Designed to meet the needs of students who strive for analytic clarity and rigor in gender-focused research
- Students may employ the skills in reflective and critical analysis as well as the broad base of knowledge they obtain in the program to:
  - 1) prepare for a PhD program with a disciplinary or interdisciplinary focus on gender or
  - 2) enhance leadership skills for a career in the public or private sector or
  - 3) satisfy strong intellectual interests and curiosity while pursuing advanced education in the liberal arts
- Students will accomplish several objectives:
  - Examine theories concerning the social and historical constructions of gender
  - Explore how gender defines relationships among women, among men, and between men and women
  - Recognize women's lives have been under-represented in traditional disciplines and investigate previously neglected materials in order to identify women's as well as men's roles in cultural or social endeavors
  - Study, compare, and evaluate an array of disciplinary perspectives on gender, including, but not limited to, cross-cultural, economic, sociological, historical, and literary perspectives
  - Identify intersections of gender with race, class, age, sexual identity, and ethnicity, both locally and globally, both in the present and in the past
  - Employ new methodological and critical approaches to materials customarily treated in other ways, revising the content and assumptions of particular disciplines to address gender and related issues more effectively
Degree Overview:

- Prepares students for growing demand for interdisciplinary scholars who use women, gender, and sexuality as analytic tools for understanding human behavior, society, literature, and the arts, globally, internationally, and cross-culturally.
- Students trained in this program will have employment opportunities in academic and governmental settings, in a growing nonprofit sector (Non-Governmental Organizations, or NGOs) that serves global and international human rights needs, and in the corporate world where facilitators are employed to improve the workforce climate.
- We consider our strengths to be:
  - Transnational feminism—feminist social movements, identity, migration
  - Visual Culture and Representation—cyberfeminism, narratives
  - Health and inequality—race, gender, health, and violence
  - Sexualities and Bodies—intimacy, capitalism, trafficking
- Degree in Women, Gender and Sexuality Studies will provide students with a solid liberal arts and social science background.
- Concentrations have been identified in African and African-American Studies, American Studies, Anthropology, Film and Media Studies, History, History of Art, Political Science, Psychology, Sociology, Theatre, Classics and Communication Studies, and a cooperative program may be established with the Schools of Law and Social Welfare.
Women’s Studies

Degree Overview:

- Interdisciplinary field of inquiry analyzing structures of power, especially as they are grounded in gender, race, sexuality, ethnicity, nationality, ability, and other inequalities, and as they configure historical and contemporary struggles for social change
- Women’s Studies department and faculty at the University of Maryland enjoy an international reputation for theoretical and methodological innovations and for their attention to curriculum transformation and transnational women’s and gender studies institution building
- See our department as a force for change in the world, change which strives to achieve intellectual freedom, social justice, and equality for all people, by providing an outstanding education in Women’s Studies through excellent teaching, engaged mentoring, path breaking research and scholarship, and dedicated community service
- Seek to develop a new generation of scholars and leaders who, with us, will work to acknowledge, understand, and critically interrogate human differences such as those of gender, race, class, sexuality, nation, ability, ethnicity, and religion so that difference may be respected, accommodated, and celebrated in social life and so we may advance knowledge about the possibilities for equality and freedom for all
- Seek daily to become an even more welcoming physical, material, and intellectual space that invites people in and makes it impossible for them not to stay, talk, explore, brainstorm, share, build, develop, and grow
- Department has identified the following areas that draw on the strengths of the research faculty:
  - Gender, Race, Racialization, and/or Diaspora Studies
  - Women’s Movements, Global and Local
  - Bodies, Genders, Sexualities
  - Gendered Labor: Households and Communities
  - Art, Culture, Technologies, and Social Change
- Program is still new, so do not have any data on placement after completing the program; however, we do believe the job market for our graduate students will be good as women’s studies is expanding significantly at this time
- In addition to academic careers, our students will also be able to take jobs at research and policy institutes, in the government, and at other nonprofit advocacy and funding agencies
Degree Overview:

- Designed to help students develop a high level of competence in feminist theories, research methods, interdisciplinarity, and pedagogies
- Program is especially strong on feminist theory and issues related to women’s diversity, nationally and globally
- Our aim is to create a well-trained professoriate for the field of gender, women and sexuality studies and feminist studies
- Our interdisciplinary faculty represents 28 different programs, departments, colleges, and institutes at the University of Minnesota
- Commitment to develop scholars who will advance interdisciplinary feminist research and integrate an interdisciplinary feminist perspective into disciplinary research
- Interdisciplinary curriculum emphasizes the interaction of social conditions such as class, ethnicity, race, sexualities, and national identity with gender
- These interactions and their effects are examined in cultural productions such as media representations or colonialist paradigms in social systems and relations of power; in aspects of science such as genetics and new technologies; in epistemologies and philosophy; and in professional areas such as healthcare to public policy
- We offer a wide variety of courses, including: Post-colonial feminisms; Social movements; Critical sexualities; Environmental justice; Intersections of race, ethnicity, and nationalism
- Examples of possible areas of concentration include: international or global studies; feminist epistemologies; US ethnic studies; literature and culture studies; feminist science studies and critical ecologies; women in the prison industrial complex; and transnational sexuality studies
Degree Overview:

- The core of this intellectual work articulates race and ethnicity in US and transnational contexts, as we analyze how these social formations intersect with gender, women, and sexuality in specific times and places.
- This is an exciting time for us to discover debates of the past, evaluate debates of the present, and shape debates of the future.
- Gender is critical to our collective work; the ways bodies and social relations are constituted within a field of power, both inside and outside of man/woman binaries, are central to our scholarship and teaching.
- Women Studies is the history and future of our department; analyses of sexism and of women’s places in the world are critical to our work.
- We retain the non-possessive “women” instead of the more common “Women’s Studies” to indicate our work as a department is not owned by or solely relevant to women.
- Sexuality is integral to our scholarly and political inquiry into subjects as varied as reproductive politics, violence and war, racism, development, art and music, cultural studies, digital humanities, and queer studies.
- Feminism is an analytic that opposes all forms of inequity and operates across traditional academic disciplines. Theories, politics, and histories grounded in decades of feminist scholarship allow our students to critique injustice and generate responses to oppression.
- The sites of our analysis include race/racism, ethnicity and immigration, cultural production and circulation, economic circulation and knowledge constructions, among many others.
- Focus:
  - Gender, sexuality, violence and social justice
  - Transnational perspectives on gender, racism, ethnicity and US ethnic formations
  - Political economy, popular culture and commodity circulation
  - Theorizing power and representation
  - Methodology: cultural studies, feminist science studies and inquiry
  - Feminist cultural production and public humanities
The following article appeared in a women's magazine, and reflects many of the questions and confusions about a women's studies degree that were illustrated by the executive interview process:

**Transform the World**

What you can do with a degree in women's studies.

by Nikki Ayanna Stewart

- a) Become the first woman president of Harvard University
- b) Win a Rhodes Scholarship to study sexual civil rights
- c) Advocate for domestic-violence survivors while starring on TV’s Survivor
- d) Teach the next generation
- e) All of the above, and more

It's a typical question from parents, fellow students and even faculty: What can you do with your college degree? In an era of conservative impediments to progressive liberal arts education, a field such as women's studies seems a particularly common target for that query.

Recently, we have had at least one excellent role model to point to: Drew Gilpin Faust, the first woman president of Harvard. She may have earned her Ph.D. in American civilization, but she was formerly chair of the women's studies program at the University of Pennsylvania and founding dean of the Radcliffe Institute for Advanced Study. Under her leadership, Radcliffe—Harvard's former women's college—has become an interdisciplinary research center supporting “transformative works,” with a special commitment to studying women, gender and society. In a similar fashion, many women's studies majors tend to intermix their fields of concentration in order to craft distinctive careers aimed at transforming our world.

How many women's studies grads are we talking about? According to the National Center for Education Statistics, in the 2003–2004 academic years U.S. institutions of higher education granted 1,024 bachelor’s degrees, 135 master’s degrees and five doctoral degrees in women’s studies. These statistics, however, are suspect, given that the National Women’s Studies Association (NWSA) has documented 750 active undergraduate and graduate women’s studies programs in U.S. colleges and universities.

"It is very difficult to get a picture of women’s studies as a field,” says Allison Kimmich, executive director of the NWSA and a PhD in women's studies from Emory University, “particularly the number of graduates now out in the workforce and the kinds of career paths those graduates have taken. Women's studies have not historically collected that data on itself.” A clearer picture of women's studies programs should begin to emerge; however, NWSA has embarked on a Ford Foundation-funded project to map women's and gender studies in the US. In the future, the association hopes to collect data on graduates' career paths.

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Earlier studies of women’s studies graduates, such as that by Barbara F. Luebke and Mary Ellen Reilly in their 1995 book, *Women’s Studies Graduates: The First Generation* (Teachers College Press), were similarly concerned with documenting the value of such degrees. They found that the fact that women’s studies majors and graduates were persistently asked what could be done with their degrees reflected a continuing ignorance about women’s studies as an academic discipline. In their study, Luebke and Reilly were also able to document a unique set of skills learned through women’s studies programs: empowerment, self-confidence, critical thinking, building community, and understanding differences and intersections among racism, homophobia, sexism, classism, ableism, anti-Semitism and other types of oppression.

Moya Bailey, a B.A. in comparative women’s studies at Spelman College (the first historically black US college to offer a women’s studies major) and now a Ph.D. student in women’s studies at Emory University, has already been able to use some of her women’s studies skills in community action. While at Spelman, Bailey participated in “The Nelly Protest,” a nationally publicized demonstration against misogyny in hip-hop music and videos.

That and other protest actions were so meaningful to her that, as a doctoral student at Emory, she has studied how “intentional communities” – like the nurturing spaces often created by women’s studies programs – assist marginalized groups to develop much-needed critical and political perspectives. Within 10 years, she hopes to be teaching women’s studies at a historically black college or university, “adding gender, class and sexuality as important pieces of the conversation within an African American community context.”

Similarly, Harvard undergraduate Ryan Thoreson hopes to develop a career focused on the intersection of multiple concerns. As a dual major in government and women/gender/sexuality studies, Thoreson believes that women’s studies will enrich his planned practice of international sexual civil-rights law. “In my government courses I learned about political theory, but I found the political theory I learned in my women’s studies curriculum to be much more broadly applicable,” says Thoreson, a Rhodes scholarship winner. “If I had only majored in government, I would not come to legal and policy questions as thoughtfully, wanting to understand the social and cultural context of groups affected by the law.”

Maria Bevacqua, associate professor and chair of the Department of Women’s Studies at Minnesota State University, Mankato, believes that women’s studies have carved out a niche in the area of applied theory and practice. Like many programs, Mankato’s women’s studies curriculum includes internships in feminist organizations and collective action projects for course credit. Bevacqua—who has her own women’s studies Ph.D. from Emory—has seen her program’s graduates do everything from working in human service agencies to opening feminist businesses. Moreover, women’s studies graduates act as “ambassadors of feminism, bringing the women’s studies perspective into the rest of the world.”

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Beverly Guy-Sheftall, founding director of the Women’s Research and Resource Center and professor of women’s studies at Spelman, has increasingly seen students take women’s studies into the public sphere. “In the early years, women’s studies graduates tended to work on gender-specific issues, getting jobs in battered-women’s shelters and rape crisis centers,” she says. “But more and more we have students going into public health, international policy, journalism, electoral politics, film-making, K-12 education and other careers that allow them to effect large-scale change.”

Guy-Sheftall has also seen students increasingly desire to be public intellectuals and media producers, so much so that Spelman has incorporated digital media production into its women’s studies curriculum. “I think we are going to see many more women’s studies graduates going into film and television, and many of our students already produce documentaries—even if they choose to do something else as a career.”

Deborah Siegel, author of the forthcoming book *Sisterhood, Interrupted: From Radical Women to Girls Gone Wild*, has noticed the same thing. She observes that in the 1970s, “women’s studies was about bridging the divide between scholarship and activism. This current generation is bridging scholarship, activism and media.”

Becky Lee is representative of this new generation. After acquiring a B.A. in women’s studies from the University of Michigan in 2000, Lee went on to law school and then worked as an advocate for domestic-violence survivors. While doing this work, she was approached to audition for the popular reality TV show *Survivor*. Thinking it could serve as a good platform for her cause, she joined the cast, and while she found that most of her statements on domestic violence got left on the editing floor, she has used the *Survivor* experience to expand her advocacy.

“I came in third and used my $75,000 prize to found a fund for domestic-violence prevention with a special focus on immigrant women from marginalized communities,” she says. “Now when I make public appearances for the show, I talk about the fund as a way to raise the issue of domestic violence for mainstream audiences.”

So what can you do with a degree in women’s studies? Perhaps transform enough minds through feminist education that this question is no longer asked.

*Nikki Ayanna Stewart* is a PhD candidate in women’s studies at the University of Maryland. She is completing a dissertation titled *Visual Resistance: African American Girls, Visual Media, and Black Feminist Education*. 

49 Article on Perceptions of Degree